

**CIVIL RIGHTS COMMISSION[161]**

**Adopted and Filed**

Pursuant to the authority of Iowa Code section 216.5, the Iowa Civil Rights Commission hereby amends Chapter 8, "Discrimination in Employment," Iowa Administrative Code.

These amendments facilitate public access to the administrative rules by clarifying the language through modifications to style and grammar.

Notice of Intended Action for these amendments was published in the March 10, 2010, Iowa Administrative Bulletin as **ARC 8563B**. A public hearing was held on April 6, 2010. No one attended the hearing, and no written or oral comments were received. These amendments are identical to those published under Notice of Intended Action.

These amendments were adopted by the Iowa Civil Rights Commission, on April 15, 2010.

These amendments are intended to implement Iowa Code sections 216.5 and 216.6.

These amendments will become effective on June 9, 2010.

The following amendments are adopted.

ITEM 1. Amend subrule 8.47(1), introductory paragraph, as follows:

**8.47(1)** The following situations do not warrant ~~the application of the~~ a bona fide occupational qualification exception:

ITEM 2. Amend paragraph **8.47(1)"a"** as follows:

*a.* The refusal to hire ~~a woman~~ an individual because of ~~her sex~~ gender, based on assumptions of the comparative employment characteristics of ~~women~~ that gender in general, ~~for example, the assumption that the turnover rate among women is higher than among men;~~

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EDITOR'S NOTE: For replacement pages for IAC, see IAC Supplement 5/5/10.